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DDIS 73-0579

6 MAR 1973

MEMORANDUM FOR: Director of Medical Services

John :

During the latter part of 1972 I authorized the Support Officers Advisory Group to pursue a topic of research designed to evaluate Career Trainees as a source of manpower for the Support Directorate. A project outline was presented to me originally which seemed to stress the problems and not the benefits of infusion of CT's into the Directorate. With some modifications, the project now appears to have merit; enough, so that I am requesting your assistance by providing some staff support to the SOAG representatives pursuing this project on our behalf.

It is our feeling that a substantive study of the successes and the problems which have resulted from using the Career Training Program as a source of professional input for the Support Directorate would be a valuable tool in planning future avenues for manpower. We have drawn upon the CT Program extensively for new professionals over the last seven years but are not currently programming new professionals in this channel. Perhaps some change is in order.

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During exploratory consultations between Messrs. [REDACTED] of SOAG and representatives of the CT Program about resources available for the study, Dr. [REDACTED] of your Office was called upon for advice about existing studies which could be drawn upon. Subsequent discussions have resulted in a suggestion for a fairly comprehensive study which should indeed prove enlightening. Dr. [REDACTED] Research Branch appears enthused about the research suggestion and has suggested areas in which significant study measures may be made.

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The proposed scope of the study will seek to develop the following points: a measure of the rated performance and potential of Support CT's through a survey, the development of a profile of the CT in the Directorate, a comparison of promotion rates of Directorate CT's as opposed to other professionals in the Directorate and in comparable programs with other Agencies. Comparison of resignation rates and a survey to ascertain supervisory views about the potential and efficacy of the CTP as a continued source of input into the Directorate would be the remaining areas of research to be conducted.

As you can see these areas of investigation will require a rather extensive collection and analysis of data. Quite likely it will also necessitate the cooperation of several support offices including the Office of Medical Services, the Office of Personnel, and the Office of Training. While I expect the SOAG representatives to have the over-all responsibility for this project, Dr. [REDACTED] has indicated that an expertise exists in the [REDACTED] Research Branch which could be of value to the effort. I would appreciate your lending support to this project by permitting the participation of the PSS Research Branch in those areas where they can provide assistance and advice.

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[REDACTED]
John W. Coffey

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cc: D/Pers
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